1 - <u>INTRODUCTION</u> ;

1.1- Overview ;

Human resource management is the strategic approach to nurturing and supporting employees and ensuring a positive workplace environment.

1.2 - Purpose ;

* Help the organization achieve its goals by providing and maintaining productive employees.

* Efficiently make use of the skills and abilities of each employee.

2 - <u>Problem Definition & Design Thinking</u> ;

2.1 - <u>Empathy map</u> ;

Retrospective

Use this framework to reflect on recent work. This simple structure is useful both alone and in groups.

Created in partnership with

Product School

Reflect on the topic

Working silently and individually, have each person create a few sticky notes in all four quadrants below for about five minutes. With the remaining time, discuss notes in each quadrant.

What went well?
What should we keep doing?
What should we celebrate?
Where did we make progress?

What went poorly?
Where did we have problems?
What was frustrating to us or others?
What held us back?

TOPIC
Workstation engineering team
Sprint 10

job loss

pay cuts

reduced benefits

layoffs

irresponsibility

negligence

understaffed staff

use technology effectively

Recognize and reward good people management

Focusing on Retention

Look Beyond The Mistake

Being More Appreciative Of Your Employee's Effort

Avoid Making Assumptions
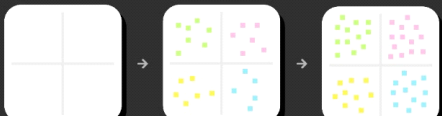
What ideas do you have?
What ideas do you have for future work together?
Where do you see opportunities to improve?
What has untapped potential?

How should we take action?
What do you believe we should do next?
What specific things should we change?
What should extend beyond this meeting?

Share template feedback

Need some inspiration?
See a finished version of this template to kickstart your work.

Open example →

2.2 Ideation & Brainstorming Map ;

Brainstorm & Idea prioritization

3 – Result ;

3.1 – Data Model ;

	Field in the object	
Object Name	**Field Label**	**Data type**
Job posting	Job_posting_site_c	Master- detail(Location)
Job posting site	Name	**A**uto number
Supplier	Name	Text(80)

3.2 – Activity and screenshot ;
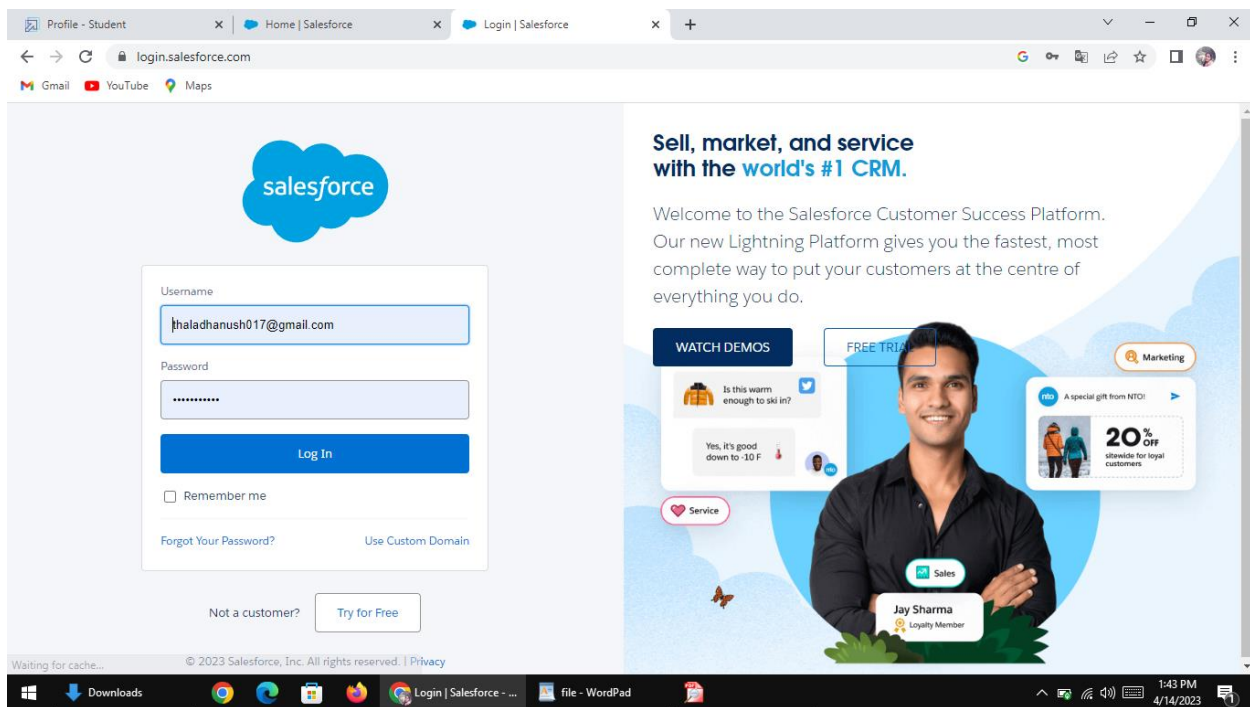
Create a salesforce account and login.
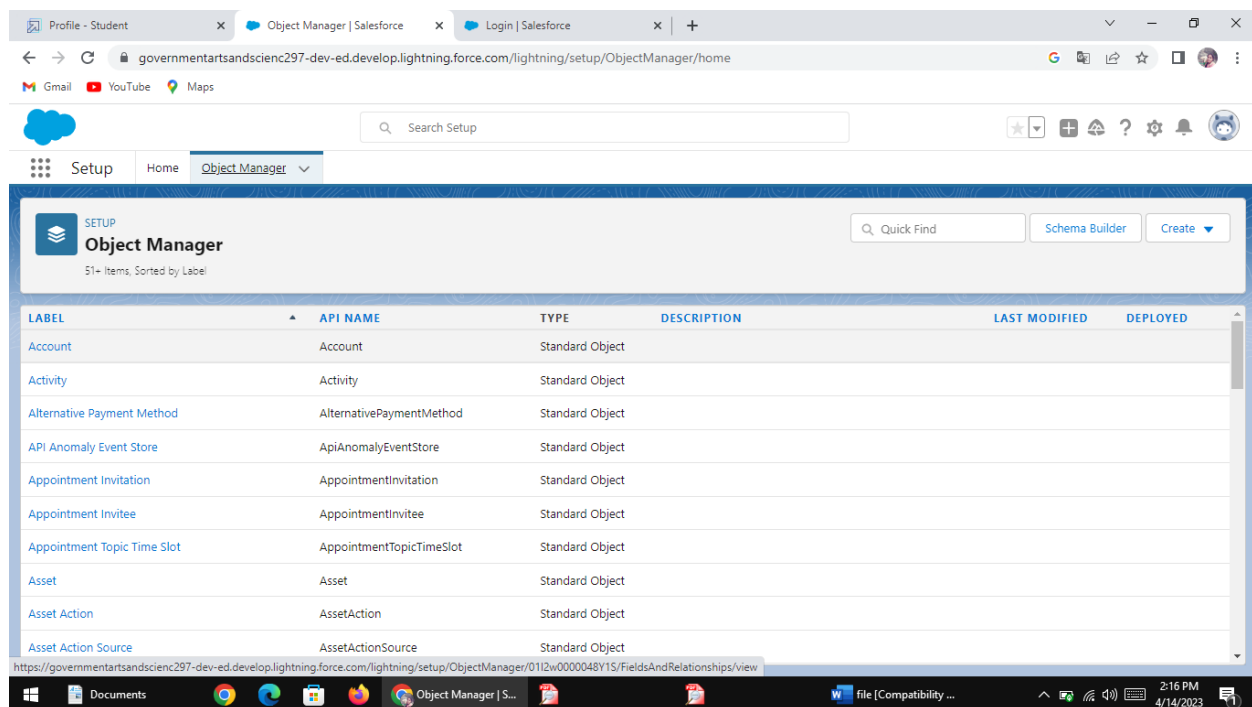
Click the install a package tab.

Next, I have to to go create a custom object for job posting sites.
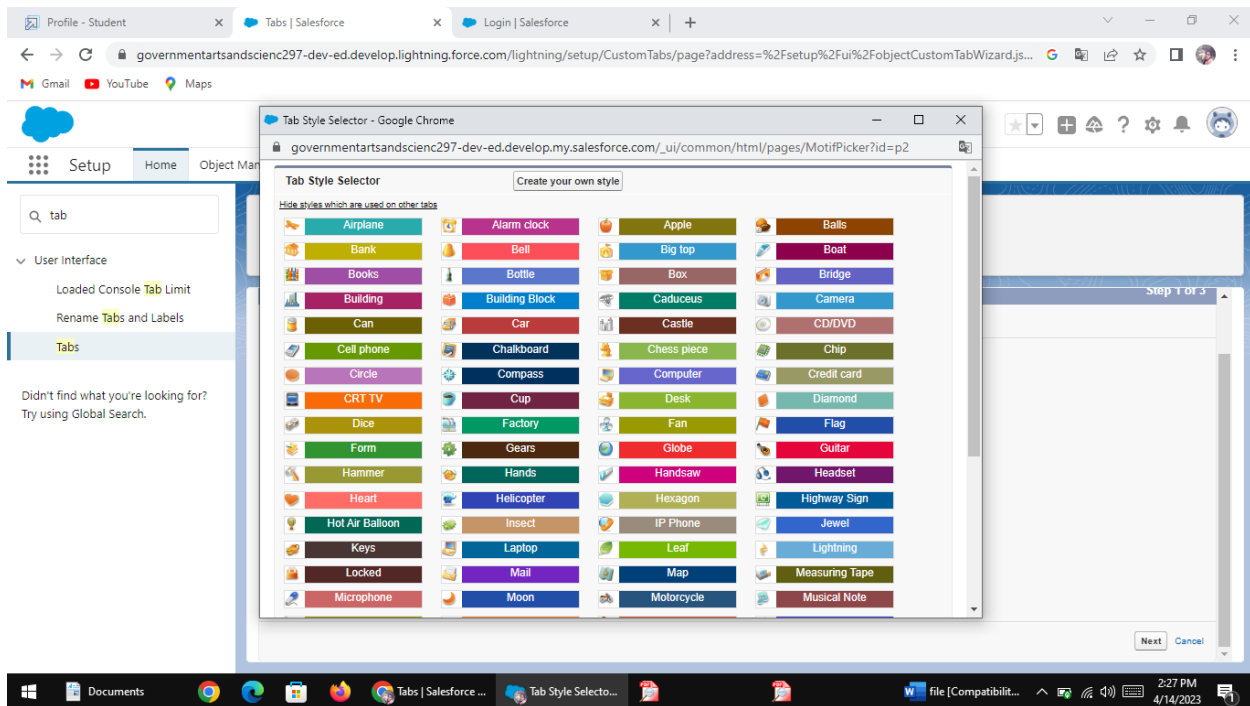
Create a custom tab style in setup.

Next , create a new field, then save it. Then Create a Fields for Job Posting site, Status, Technical site, Description.
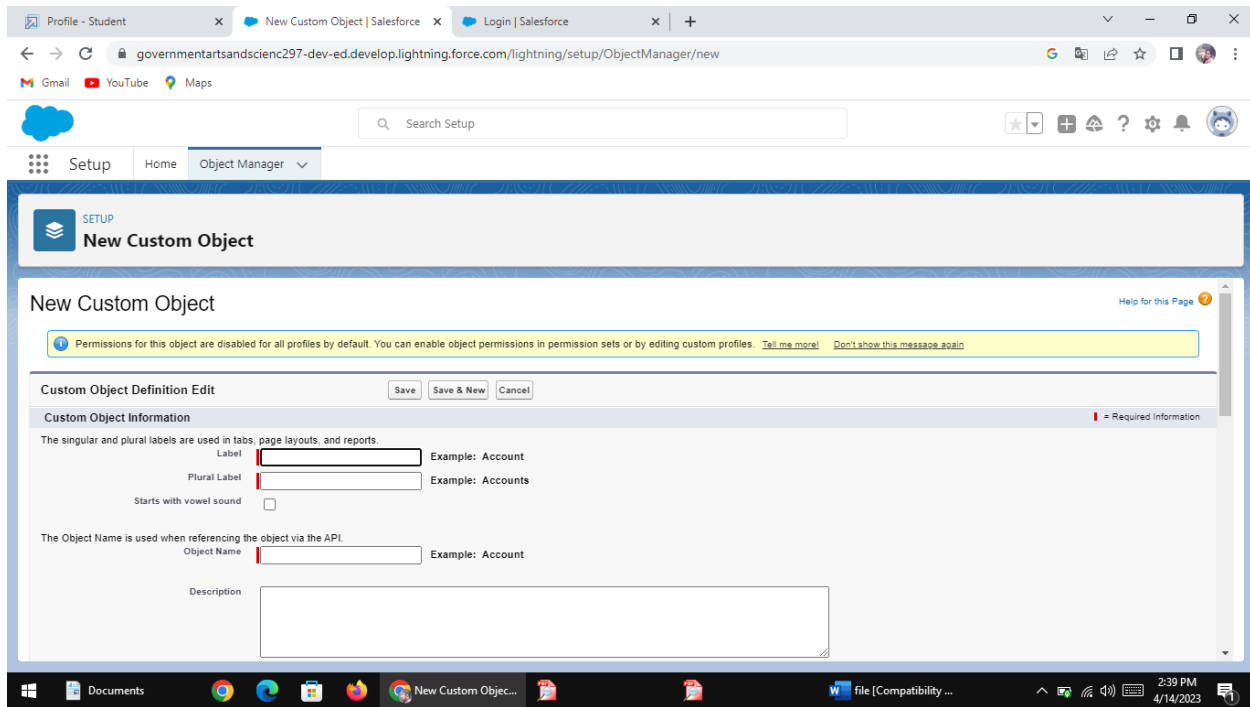
Create a Relationship object. Then,also Creating a master-detail relationship between job posting and position and save it.
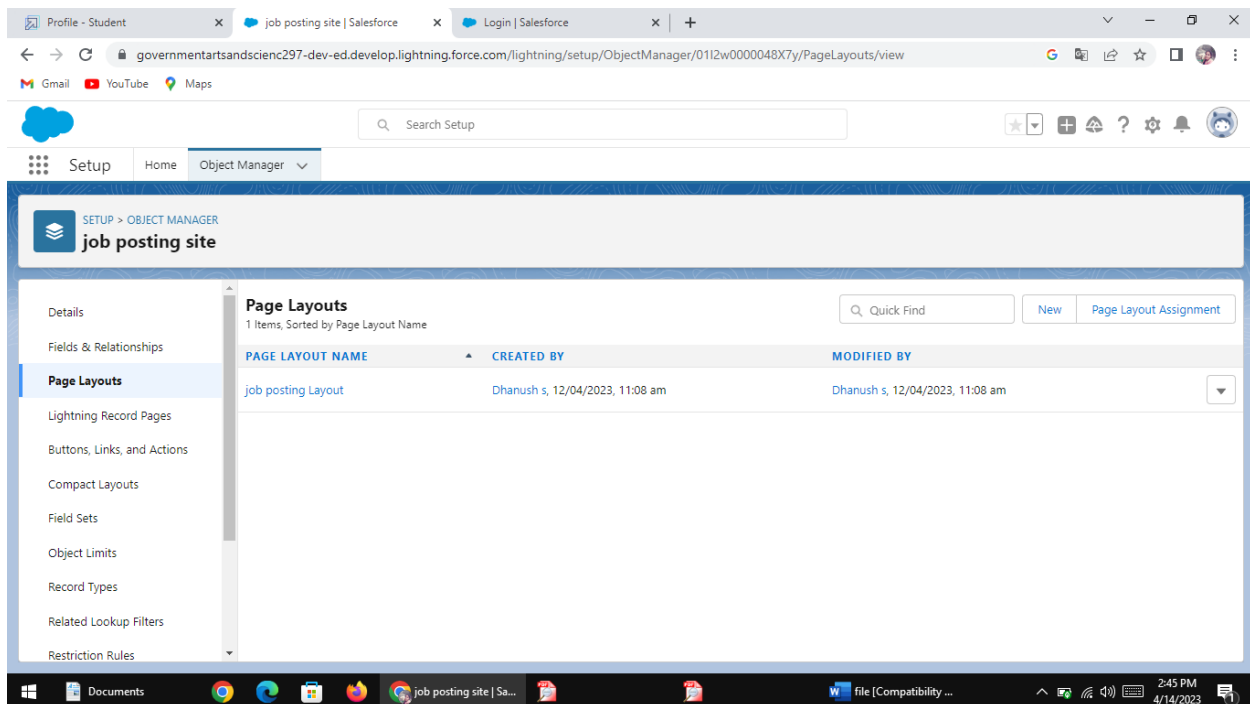
I had to created a page layouts objects.

Next, I have to create a validation rule object in object manager.

Create a profile for standard user account.

Create a profile with the profile name as "Sales profile".

Then, I had to created a user profile as santhosh mahi.

I selected the permission sets.
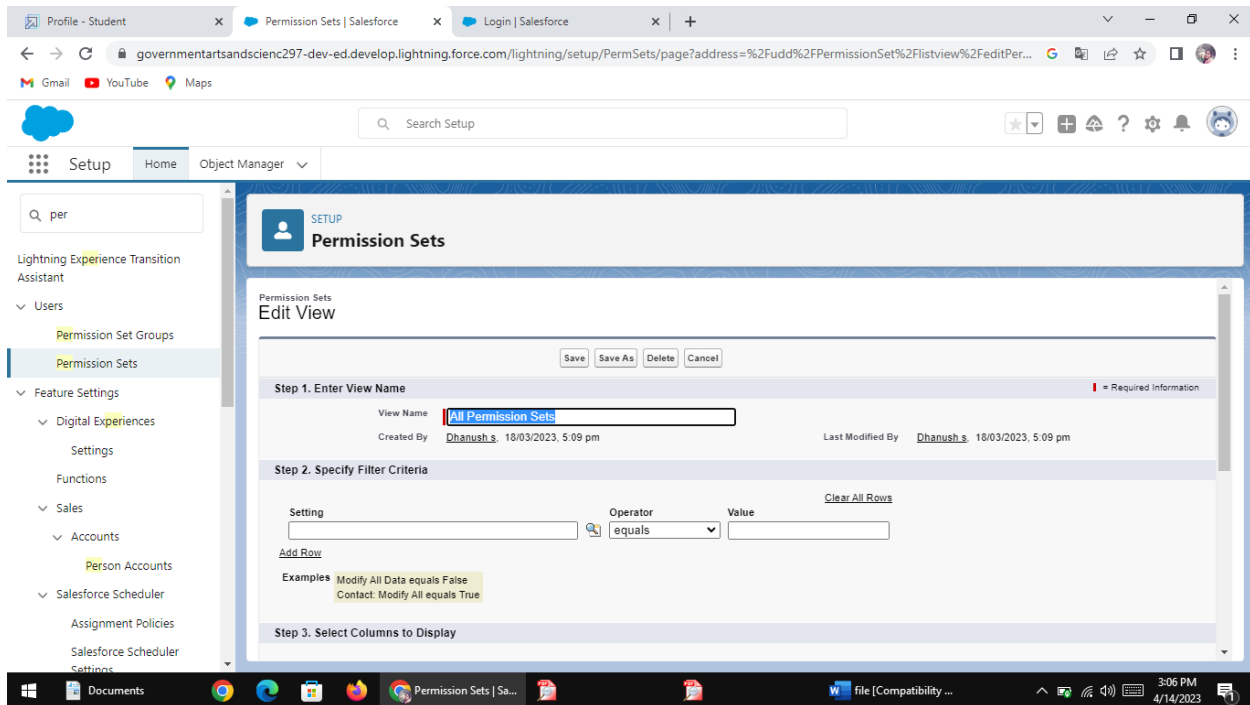
Next , I had completetd the process of permission sets.
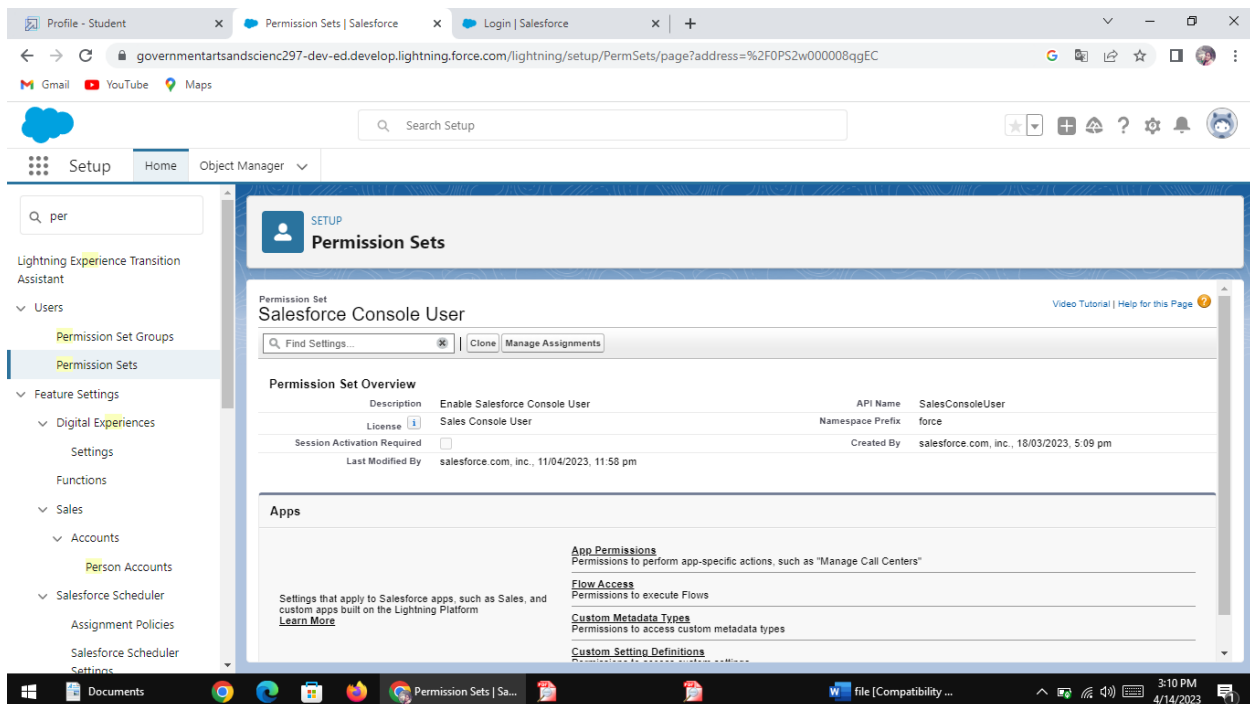
Then,go to the manage assignnments for submitting my assignments.

Finally, we are going to reports tab.
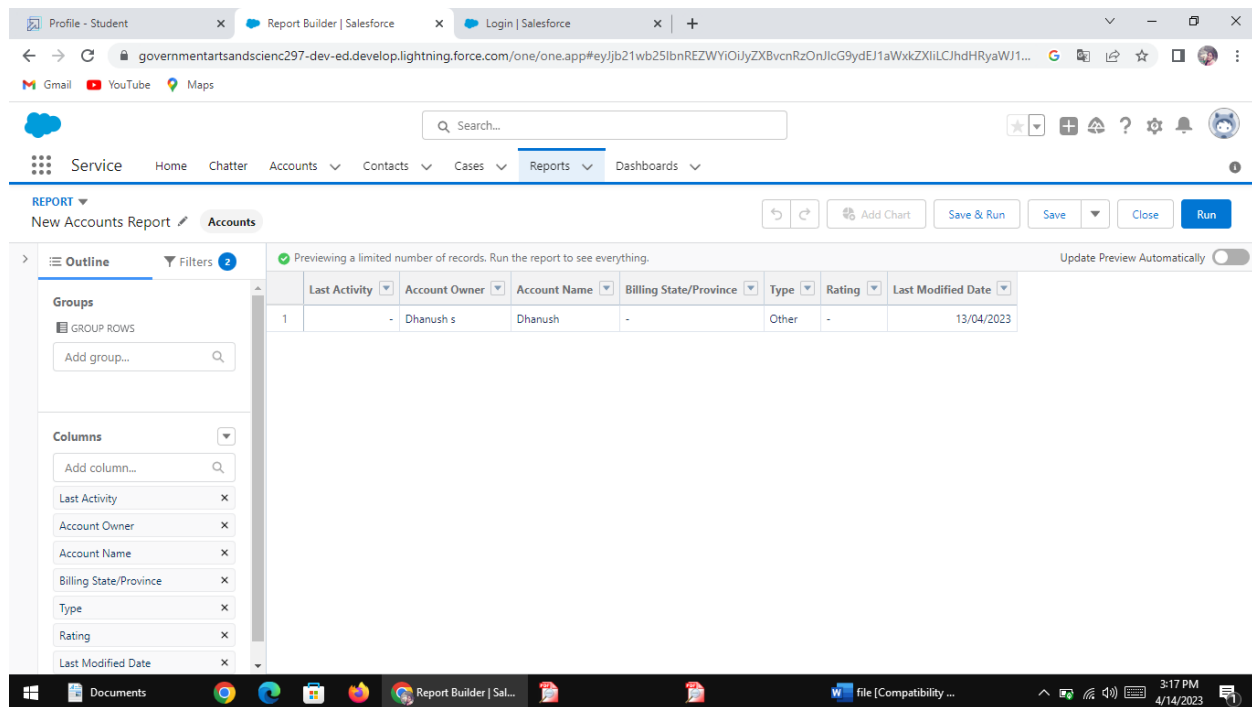
I was finally completed my whole project.

4 - <u>Trailhead Profile Public URL</u> ;

Team Leader - Dhanush ; https://trailblazer.me/id/dhanush017

Team Member 1 - Nithya ; https://trailblazer.me/id/nithyasri2003

Team Member 2 - sharmila ; https://trailblazer.me/id/sharmi2003

Team Member 3 - sherin ; https://trailblazer.me/id/sherin00

5 - <u>Advantages & Disadvantages</u> ;

Advantages ;

* Be more efficient and productive.

* Employee Training and Self-service.

* Improved hiring and onboarding.

Disadvantages;

* Productivity Issues.

* Fraudulent Activities.

* Errors in Payroll.

6 - <u>Applications</u> ;

Human resource management is the strategic approach to nurturing and supporting employees and ensuring a positive workplace environment. Its functions vary across different businesses and industries, but typically include recruitment, compensation and benefits, training and development, and employee relations.

7 - <u>Conclusion</u> ;

However, at the present, the employment law gradually becomes the focus inthe world, because it has more restrictive and more favorable to protectingemployee's benefit. In the future, the Human Resources Management willcontinue to play its role in each business.

8 – <u>Future scope</u> ;

Human Resource Management Professionals are termed as the backbone of an organization. There is a huge demand for such professionals in both the public and private sectors. No matter if you're looking at startups or big reputed companies, human resources play a crucial role in the formation of a company's future. The human resources management department basically is the team that helps an organization increase productivity while also maintaining employee satisfaction.

THANK YOU!